

## **2006 EXCEL Conference Agenda**

### **Examining Conflicts in Employment Law**

#### **Sunday, July 23, 2006**

2:00 – 6:00 PM

**Registration**

#### **Monday, July 24, 2006**

7:00 – 8:30 AM

**Registration**

7:00 – 8:30 AM

**Breakfast**

8:30 – 8:45 AM

**Opening Remarks**

8:45 – 9:15 AM

**EEOC Chair's Presentation**

9:15 – 10:00 AM

**EEOC Presentation**

10:00 – 10:30 AM

**Break**

10:30 – 11:15 AM

**Town Hall and Update from EEOC Headquarters**

11:15 – 12:00 Noon

**Motivational Speaker**

12:00 – 1:30 PM

**Lunch with Keynote Speaker**

1:30 – 3:00 PM

**Workshop Session 1** (\* denotes sessions repeated in Session 2)

A MD-715: Effective Barrier Analysis\*

B Basic, Basic (and we MEAN basic) Theories of Discrimination\*

C Skills Building for EEO Counselors Part I

D Human Side of Leadership

E Leading Practices: Contract Investigations\*

F Emerging Issues: Gender and Employment

G Discovery Practice\*

H Understanding and Dealing with Individual Psychiatric Disabilities

I Complying with EEOC Orders

3:00 – 3:30 PM

**Break**

3:30 – 5:00 PM

**Workshop Session 2**

A MD-715: Effective Barrier Analysis

B Basic, Basic (and we MEAN basic) Theories of Discrimination

C Skills Building for EEO Counselors Part II

D Ethics for Attorneys (CLE Credits) – this session ends at 5:30 PM

E Leading Practices: Contract Investigations

F Emerging Issues: Race and Employment

G Discovery Practice

H Issues Regarding Medical Exams/Inquiries, Safety and Direct Threat

- **For detailed information on the courses refer to the course description section**

**Tuesday, July 25, 2006**

7:00 – 8:30 AM	<b>Breakfast</b>
8:30 – 9:15AM	<b>ADA Case Updates</b>
9:15 – 10:00 AM	<b>EEO Case Updates</b>
10:00 – 10:30 AM	<b>Break</b>
10:30 – 11:15 AM	<b>EEOC Vice-Chair Presentation</b>
11:00 – 12:00 Noon	<b>Informational Speaker</b>
12:00 – 1:30 PM	<b>Lunch with Keynote Speaker</b>
1:30 – 3:00 PM	<b>Workshop Session 3</b> (* denotes sessions repeated in Session 4) A Dialogue with EEOC Commissioners B Skills Building for EEO Investigators Part I C Decision Without a Hearing D MD 715: Trend Analysis (Effective Use of Data)* E Q & A on Federal Sector Case Updates F Supervisors' Session: Managing Difficult Employees G Strategies for Increasing Representation of Individuals with Targeted Disabilities H ADR Updates* I Federal Sector Class Complaint Process
3:00 – 3:30 PM	<b>Break</b>
3:30 – 5:00 PM	<b>Workshop Session 4</b> A EEO Cases Remedies: Back pay to Compensatory Damages B Skills Building for EEO Investigators Part II C Decision Without A Hearing D MD 715: Trend Analysis (Effective Use of Data) E Q & A on ADA Updates F Supervisors' Session: Managing Difficult Employees* G Strategies for Increasing Representation of Hispanics in the Federal Government H ADR Updates J Negotiation Styles and Tactics

**Wednesday, July 26, 2006**

7:00 – 8:30 AM	<b>Breakfast</b>
8:30 – 10:00 AM	<b>Workshop Session 5</b> (* denotes sessions repeated in Session 6)
	A Testing Your Unconscious Biases
	B MD-715: Leading Practices*
	C EEO Case Study Part I (Journey Through the Federal Sector EEO Process)
	D Motion Practice: Beyond Summary Judgment*
	E Providing Practical Reasonable Accommodations*
	F MSPB Hot Topics*
	G Sufficiency of Investigations*
	H Settlement Techniques
	I Generational Diversity (Strategies for Managing the Multi-Generational Workforce)*
	J Ethical Considerations in Mediation
10:00 – 10:30 AM	<b>Break</b>
10:30 – 12:00 Noon	<b>Workshop Session 6</b>
	A EEO Potpourri (Mixed Bag of Novel EEO Issues)
	B MD-715: Leading Practices*
	C EEO Case Study Part II (Journey Through the Federal Sector EEO Process)
	D Motion Practice: Beyond Summary Judgment
	E Providing Practical Reasonable Accommodations
	F MSPB Hot Topics
	G Sufficiency of Investigations
	H Intersectional Bases
	I Generational Diversity (Strategies for Managing the Multi-Generational Workforce)
12:00 - 1:30 PM	<b>Lunch</b>
1:30 – 3:00 PM	<b>Workshop Session 7</b> (* denotes sessions repeated in Session 8)
	A EEO Managers' Forum
	B Emerging Issues with Electronics & EEO*
	C Analyzing Regarded as/Record of Disability Claims*
	D Investigating Allegations of Harassment
	E Examination of Witnesses*
	F Hot Issues: Procedural Dismissals*
	G Effective Strategic Planning for EEO Professionals - Part I
	H Understanding and Framing the Claim: Including Amendment and Consolidation of Issues*
	I Detecting Deception
3:00 – 3:30 PM	<b>Break</b>
3:30 – 5:00 PM	<b>Workshop Session 8</b>
	A Union Participation in Federal Sector EEO Process
	B Emerging Issues with Electronics & EEO
	C Analyzing Regarded as/Record of Disability Claims
	D AJ/OFO Forum – Open Discussion
	E Examination of Witnesses
	F Hot Issues: Procedural Dismissals
	G Effective Strategic Planning for EEO Professionals - Part II
	H Understanding and Framing the Claim: Including Amendment and Consolidation of Issues
	I Mock Hearing

**Thursday, July 27, 2006**

7:00 – 8:30 AM	<b>Breakfast</b> (to be served in the workshop rooms)
8:30 – 12:00 AM	<b>Workshop Session 9</b>
	A Practitioners' Forum: Mock Deposition

## **Advanced Skills Training Tracks**

The 2006 EXCEL Conference is offering two distinct training tracks, the Hearings Preparation Skills Training and Advanced Mediation and Negotiation Skills Training. Both tracks have pre-assigned sessions, and are limited to small group of participants. Either of these trainings can be requested upon registration, although the Hearings Preparation Skills Training requires special approval.

### **Advanced Mediation and Negotiation Skills Training (Workshop Sessions)**

Advanced Employment Mediation and Negotiation Skills is a course presented by mediation and negotiation practitioners. The advanced course will focus on the intersection of the mediation and negotiation processes. The course is designed to make mediation participants more effective negotiators. Attendees will have an opportunity to participate in several self-assessment exercises as well as learn about the more complex aspects of negotiation practices. Attorneys, Personnel Managers, EEO Staff, and Mediators would greatly benefit from this specialized track. An additional fee of \$70 will be charged for this track.

#### **Monday, July 24, 2006**

1:30 – 3:00 PM	<b>1J</b>	<b>Dealing with Conflict</b>
3:00 – 3:30 PM		<b>Break</b>
3:30 – 5:00 PM	<b>2J</b>	<b>Pre-Negotiation Preparation and Practices</b>

#### **Tuesday, July 25, 2006**

1:30 – 3:00 PM	<b>3J</b>	<b>Why Can't all Cases Settle?</b>
3:00 – 3:30 PM		<b>Break</b>
3:30 – 5:00 PM	<b>4J</b>	<b>Negotiation Styles and Tactics</b>

#### **Wednesday, July 26, 2006**

8:30 – 10:00 AM	<b>5J</b>	<b>Ethical Considerations in Mediation</b>
10:00 – 10:30 AM		<b>Break</b>
10:30 – 12:00 Noon	<b>6J</b>	<b>Overcoming Subtle Bias during the Negotiation Process</b>
12:00 - 1:30 PM		<b>Lunch</b>
1:30 – 3:00 PM	<b>7J</b>	<b>Interest-Based and Nontraditional Group Problem Solving</b>
3:00 – 3:30 PM		<b>Break</b>
3:30 – 5:00 PM	<b>8J</b>	<b>Mock Negotiations</b>

#### **Thursday, July 27, 2006**

8:30 – 12:00 Noon	<b>9B</b>	<b>Closing the Deal, Facilitated Open Discussion on Advanced Mediation Techniques that Work, <i>Sometimes?</i></b>
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## **Hearings Preparation Skills Training** (workshop sessions)

The Hearings Preparation Course provides an opportunity to participate as a member of a legal team representing either the Complainant or Agency. Your team will be coached by an experienced agency representative and a plaintiff attorney as you navigate through the complaints adjudication process in preparation for a hearing. This course is designed for attorneys, representatives at EEOC Hearings, and human resource and union officials who have a basic understanding and knowledge of EEO principles, EEOC MD-110, 29 C.F.R. Part 1614 and 1630, but who need more practical suggestions, techniques, and insights from the trainers in various aspects of the complaints process. Upon acceptance, an additional fee of \$100 is charged for this track.

### **Monday, July 24, 2006**

8:00 – 8:30 AM		<b>Hearing Preparation Breakfast Meeting</b>
1:30 – 3:00 PM	<b>1G</b>	<b>Discovery Practice</b>
3:00 – 3:30 PM		<b>Break</b>
3:30 – 5:00 PM	<b>2I</b>	<b>Hearings Prep I</b>

### **Tuesday, July 25, 2006**

1:30 – 3:00 PM	<b>3C</b>	<b>Decision Without a Hearing</b>
3:00 – 3:30 PM		<b>Break</b>
3:30 – 5:00 PM	<b>4I</b>	<b>Hearings Prep II</b>

### **Wednesday, July 26, 2006**

8:30 – 10:00 AM	<b>5H</b>	<b>Settlement Techniques</b>
10:00 – 10:30 AM		<b>Break</b>
10:30 – 12:00 Noon	<b>6</b>	<b>Open Session</b>
12:00 - 1:30 PM		<b>Lunch</b>
1:30 – 3:00 PM	<b>7E</b>	<b>Examination of Witnesses</b>
3:00 – 3:30 PM		<b>Break</b>
3:30 – 5:00 PM	<b>8I</b>	<b>Mock Hearing</b>